



Building Fair and Productive Workplaces

Labour Program

# Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and non wage information from collective bargaining in Canada and updates on industrial relations issues.

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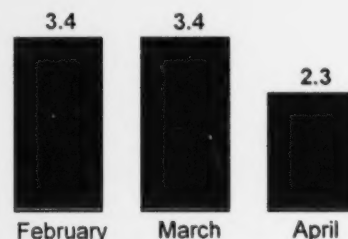
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## Wage Settlements Covering 500 or More Employees

### April 2008

Major collective bargaining settlements reached in April 2008 provided base-rate wage adjustments averaging 2.3% annually over the contract term, lower than the 3.4% adjustment recorded in the first 3 months of 2008. The results for April are based on a review of only 14 settlements and cover 24,420 employees.

Percentage Wage Adjustments in  
Major Settlements by Month



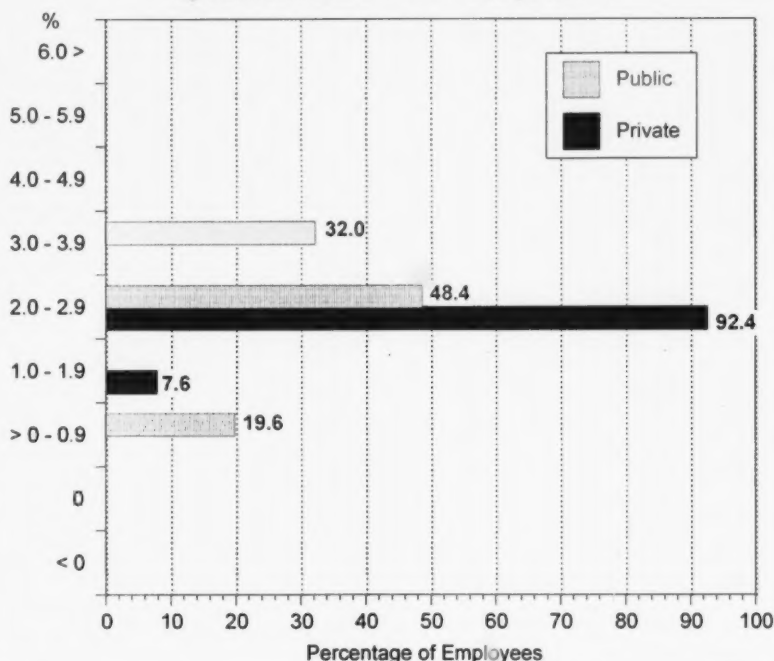
When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.9%, a larger average than in their current settlements. Contract duration in April 2008 averaged 44.1 months, compared to 38.7 months in the previous round of settlements.

Wage adjustments in the public sector averaged 2.5% for 15,300 employees in 9 agreements; private-sector wage adjustments averaged 2.1% for 9,120 employees in 5 agreements. The lower overall average wage adjustment in April was adjustment in April was due in part to the Brewers Retail Inc. agreement in Ontario providing 6,000 employees with a wage increase averaging 2.0% (private sector) and a Windsor Casino agreement in Ontario providing 3,000 employees with a wage increase averaging 0.7% (considered public sector). The largest average

Canada

annual wage adjustment recorded in April was 3.5% for 910 municipal employees with the District of Coquitlam in British Columbia.

**Percentage Distribution of Employees by Size of Wage Adjustment, by Public and Private Sectors, April 2008**



On an industry basis, wage adjustments ranged from a high of 3.1% in the public administration sector, to a low of 0.9% in the entertainment and hospitality sector. The largest concentration of employees (24.6%) was in the trade sector where the wage adjustment averaged 2.0% (due to a single agreement with Brewers Retail Inc.).

On a jurisdiction basis, wage adjustments ranged from a high of 3.5% in British Columbia, to a low of 2.2% in both Ontario and Quebec. The largest concentration of employees was in Ontario (67.9% of all employees). Although the largest average wage adjustments recently have been in Alberta and Saskatchewan, there were no major settlements recorded in these 2 jurisdictions in April.

In April 2008, the majority of employees (64.8%) received wage adjustments in the 2.0 to 2.9% range; 20.1% of employees received adjustments in the 3.0 to 3.9% range and 15.1% were between the 0 and 1.9% range.

Wage increases in the first 4 months of 2008 (January through April) averaged 3.2% for 196,600 employees in 74 major settlements.

## Average Annual Percentage Wage Adjustments by Month

|                                       | 2008     |       |       |
|---------------------------------------|----------|-------|-------|
|                                       | February | March | April |
| <b>Sectors</b>                        |          |       |       |
| Public Sector                         | 3.1      | 3.4   | 2.5   |
| Private Sector                        | 3.8      | 1.0   | 2.1   |
| <b>All Industries/Jurisdictions</b>   |          |       |       |
| Average Annual Adjustment             | 3.4      | 3.4   | 2.3   |
| Non-COLA                              | 3.4      | 3.4   | 2.3   |
| COLA                                  | 2.4      | -     | 2.3   |
|                                       |          |       |       |
| First-Year Adjustment                 | 3.2      | 3.4   | 2.2   |
| Non-COLA                              | 3.2      | 3.4   | 2.2   |
| COLA                                  | 2.4      | -     | 2.2   |
| <b>Industries</b>                     |          |       |       |
| Utilities                             | 3.3      | -     | 3.0   |
| Manufacturing                         | 1.2      | 1.0   | 2.4   |
| Wholesale and Retail Trade            | 4.6      | 4.7   | 2.0   |
| Transportation                        | 3.0      | -     | -     |
| Information and Culture               | -        | -     | 2.3   |
| Education, Health and Social Services | 3.6      | 3.4   | 2.6   |
| Entertainment and Hospitality         | -        | -     | 0.9   |
| Public Administration                 | 2.6      | 1.8   | 3.1   |
| <b>Jurisdictions</b>                  |          |       |       |
| Prince Edward Island                  | -        | 3.0   | -     |
| Nova Scotia                           | 3.5      | -     | -     |
| New Brunswick                         | 3.3      | -     | 3.0   |
| Quebec                                | 2.5      | 1.8   | 2.2   |

|                      | 2008     |       |       |
|----------------------|----------|-------|-------|
|                      | February | March | April |
| Ontario              | 2.6      | 3.0   | 2.2   |
| Manitoba             | 2.4      | 5.0   | 2.6   |
| Saskatchewan         | -        | 2.3   | -     |
| Alberta              | 4.8      | 4.5   | -     |
| British Columbia     | 2.0      | -     | 3.5   |
| Federal Jurisdiction | 3.4      | -     | 2.3   |

### Average Annual Percentage Wage Adjustments by Quarter

|                                     | 2007            |                 |                 | 2008            |
|-------------------------------------|-----------------|-----------------|-----------------|-----------------|
|                                     | 2 <sup>nd</sup> | 3 <sup>rd</sup> | 4 <sup>th</sup> | 1 <sup>st</sup> |
| <b>Sectors</b>                      |                 |                 |                 |                 |
| Public Sector                       | 3.0             | 4.1             | 3.4             | 3.2             |
| Private Sector                      | 3.1             | 3.7             | 3.2             | 4.0             |
| <b>All Industries/Jurisdictions</b> |                 |                 |                 |                 |
| Average Annual Adjustment           | 3.0             | 3.9             | 3.4             | 3.4             |
| Non-COLA                            | 3.1             | 3.7             | 3.4             | 3.3             |
| COLA                                | 2.6             | 4.8             | 3.4             | 5.5             |
|                                     |                 |                 |                 |                 |
| First-Year Adjustment               | 4.0             | 4.0             | 3.9             | 3.3             |
| Non-COLA                            | 4.3             | 3.7             | 3.9             | 3.2             |
| COLA                                | 2.5             | 4.8             | 4.4             | 6.2             |
| <b>Industries</b>                   |                 |                 |                 |                 |
| Primary Industries                  | 3.3             | 5.7             | -               | 4.8             |
| Utilities                           | 4.0             | 4.2             | 4.4             | 3.3             |
| Construction                        | 3.2             | 3.9             | 3.4             | 5.8             |
| Manufacturing                       | 2.0             | 4.2             | 2.8             | 1.1             |

|                                       | 2007            |                 |                 | 2008            |
|---------------------------------------|-----------------|-----------------|-----------------|-----------------|
|                                       | 2 <sup>nd</sup> | 3 <sup>rd</sup> | 4 <sup>th</sup> | 1 <sup>st</sup> |
| Wholesale and Retail Trade            | 2.5             | 1.9             | -               | 4.6             |
| Transportation                        | 2.6             | 2.9             | 3.1             | 3.2             |
| Information and Culture               | 3.8             | 2.0             | 3.4             | 2.0             |
| Finance and Professional Services     | 3.6             | 2.3             | 4.2             | 2.0             |
| Education, Health and Social Services | 3.1             | 4.6             | 3.9             | 3.5             |
| Entertainment and Hospitality         | 3.0             | 3.5             | 2.5             | -               |
| Public Administration                 | 3.1             | 3.8             | 3.2             | 2.1             |
| <b>Jurisdictions</b>                  |                 |                 |                 |                 |
| Newfoundland and Labrador             | 0.5             | -               | 3.2             | -               |
| Prince Edward Island                  | 2.8             | -               | -               | 3.0             |
| Nova Scotia                           | 3.7             | 2.9             | 2.9             | 3.5             |
| New Brunswick                         | 2.0             | -               | -               | 4.0             |
| Quebec                                | 3.2             | 2.1             | 3.1             | 2.4             |
| Ontario                               | 2.9             | 3.2             | 2.9             | 3.0             |
| Manitoba                              | 3.0             | 3.1             | 3.8             | 4.1             |
| Saskatchewan                          | 4.2             | 4.0             | 4.2             | 2.3             |
| Alberta                               | 4.4             | 5.1             | 4.5             | 4.0             |
| British Columbia                      | 2.9             | 3.3             | 2.9             | 3.3             |
| Territories                           | 3.0             | -               | -               | -               |
| Multiprovince                         | 6.0             | 3.6             | 2.9             | -               |
| Federal Jurisdiction                  | 2.7             | 2.6             | 3.3             | 3.4             |

## Average Annual Percentage Wage Adjustments by Year

|                                       | 2005 | 2006 | 2007 | 2008 |
|---------------------------------------|------|------|------|------|
| <b>Sectors</b>                        |      |      |      |      |
| Public Sector                         | 2.2  | 2.6  | 3.4  | 3.1  |
| Private Sector                        | 2.5  | 2.2  | 3.1  | 3.6  |
| <b>All Industries/Jurisdictions</b>   |      |      |      |      |
| Average Annual Adjustment             | 2.3  | 2.5  | 3.3  | 3.2  |
| Non-COLA                              | 2.3  | 2.5  | 3.3  | 3.2  |
| COLA                                  | 2.5  | 2.6  | 3.4  | 3.5  |
|                                       |      |      |      |      |
| First-Year Adjustment                 | 2.1  | 2.4  | 3.8  | 3.1  |
| Non-COLA                              | 2.1  | 2.4  | 3.9  | 3.1  |
| COLA                                  | 2.6  | 2.7  | 3.4  | 3.6  |
| <b>Industries</b>                     |      |      |      |      |
| Primary Industries                    | 3.0  | 2.7  | 4.7  | 4.8  |
| Utilities                             | 2.6  | 2.3  | 3.8  | 3.0  |
| Construction                          | 2.5  | 3.6  | 3.3  | 5.8  |
| Manufacturing                         | 2.5  | 2.2  | 2.4  | 1.3  |
| Wholesale and Retail Trade            | 2.0  | 1.1  | 2.4  | 3.7  |
| Transportation                        | 2.9  | 2.1  | 2.7  | 3.2  |
| Information and Culture               | 2.4  | 2.5  | 3.0  | 2.2  |
| Finance and Professional Services     | 2.3  | 2.5  | 3.5  | 2.0  |
| Education, Health and Social Services | 2.1  | 2.6  | 3.5  | 3.4  |
| Entertainment and Hospitality         | 1.9  | 2.9  | 3.3  | 0.9  |
| Public Administration                 | 2.5  | 2.8  | 3.5  | 2.3  |
| <b>Jurisdictions</b>                  |      |      |      |      |
| Newfoundland and Labrador             | 2.0  | 1.7  | 1.5  | -    |
| Prince Edward Island                  | 2.5  | 2.7  | 2.8  | 3.0  |

|                      | <b>2005</b> | <b>2006</b> | <b>2007</b> | <b>2008</b> |
|----------------------|-------------|-------------|-------------|-------------|
| Nova Scotia          | 3.3         | 3.2         | 3.0         | 3.5         |
| New Brunswick        | 3.0         | 3.0         | 2.3         | 3.7         |
| Quebec               | 1.6         | 1.9         | 3.2         | 2.4         |
| Ontario              | 2.7         | 2.5         | 3.0         | 2.8         |
| Manitoba             | 2.9         | 2.6         | 3.0         | 3.9         |
| Saskatchewan         | 2.0         | 2.1         | 4.1         | 2.3         |
| Alberta              | 3.0         | 3.4         | 4.9         | 4.0         |
| British Columbia     | 0.5         | 2.5         | 3.0         | 3.4         |
| Territories          | 3.0         | 3.1         | 3.0         | -           |
| Multiprovince        | 4.9         | 3.8         | 4.0         | -           |
| Federal Jurisdiction | 2.6         | 2.3         | 2.9         | 3.3         |

*Note: Data for 2008 cover the months of January through April.*

**Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1988**

| <b>Year</b> | <b>Public</b> | <b>Private</b> | <b>Both Sectors</b> |
|-------------|---------------|----------------|---------------------|
| <b>1988</b> | 4.0           | 5.0            | 4.4                 |
| <b>1989</b> | 5.2           | 5.2            | 5.2                 |
| <b>1990</b> | 5.6           | 5.7            | 5.6                 |
| <b>1991</b> | 3.4           | 4.4            | 3.6                 |
| <b>1992</b> | 2.0           | 2.6            | 2.1                 |
| <b>1993</b> | 0.6           | 0.8            | 0.7                 |
| <b>1994</b> | -0.0          | 1.2            | 0.3                 |
| <b>1995</b> | 0.6           | 1.4            | 0.9                 |
| <b>1996</b> | 0.5           | 1.7            | 0.9                 |
| <b>1997</b> | 1.1           | 1.8            | 1.4                 |
| <b>1998</b> | 1.6           | 1.8            | 1.7                 |

| Year | Public | Private | Both Sectors |
|------|--------|---------|--------------|
| 1999 | 1.9    | 2.7     | 2.2          |
| 2000 | 2.5    | 2.4     | 2.5          |
| 2001 | 3.4    | 3.0     | 3.3          |
| 2002 | 2.9    | 2.6     | 2.8          |
| 2003 | 2.9    | 1.2     | 2.5          |
| 2004 | 1.4    | 2.3     | 1.8          |
| 2005 | 2.2    | 2.5     | 2.3          |
| 2006 | 2.6    | 2.2     | 2.5          |
| 2007 | 3.4    | 3.1     | 3.3          |
| 2008 | 3.1    | 3.6     | 3.2          |

*Note: Data for 2008 cover the months of January through April.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the [Technical Notes](#) (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Enquiries: [http://www.hrsdc.gc.ca/en/lp/wid/contact/contact\\_us.shtml](http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml)

#### **OTHER DETAILED TABLES**

Other detailed tables include the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private, jurisdictions, and industries. The data is available at [other detailed tables](#) (PDF format, 325kb).

## Major Settlements Reached in April 2008

| Industry, Employer, Location<br>Union, Occupation                                                                                                   | No. of<br>Empls. | Avg.<br>Ann.%<br>Adj.<br>*COLA | Duration<br>(months) | Expiry Date  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|------------------|--------------------------------|----------------------|--------------|
| <b>Utilities</b>                                                                                                                                    |                  |                                |                      |              |
| Hydro One Inc.<br>province-wide, Ontario<br>Canadian Union of Public Employees (CLC)<br>office employees; general tradesmen; technical<br>employees | 3,470            | 3.0*                           | 36.0                 | Mar 31, 2011 |
| <b>1 agreement</b>                                                                                                                                  | <b>3,470</b>     | <b>3.0</b>                     | <b>36.0</b>          |              |
| <b>Manufacturing</b>                                                                                                                                |                  |                                |                      |              |
| Johnson & Johnson Products Inc.<br>Montréal, Quebec<br>Communications, Energy and Paperworkers Union<br>of Canada (CLC)<br>hourly-rated employees   | 500              | 2.4                            | 60.0                 | Apr 30, 2012 |
| <b>1 agreement</b>                                                                                                                                  | <b>500</b>       | <b>2.4</b>                     | <b>60.0</b>          |              |
| <b>Wholesale and Retail Trade</b>                                                                                                                   |                  |                                |                      |              |
| Brewers Retail Inc.<br>province-wide, Ontario<br>United Food and Commercial Workers Canada<br>(CtW/CLC)<br>warehouse employees; retail employees    | 6,000            | 2.0*                           | 60.0                 | Dec 31, 2012 |
| <b>1 agreement</b>                                                                                                                                  | <b>6,000</b>     | <b>2.0</b>                     | <b>60.0</b>          |              |
| <b>Information and Culture</b>                                                                                                                      |                  |                                |                      |              |
| MTS Allstream Inc.<br>province-wide, Manitoba<br>International Brotherhood of Electrical Workers<br>(AFL-CIO/CLC)<br>trade employees                | 850              | 2.3                            | 36.0                 | Jan 31, 2011 |

| Industry, Employer, Location<br>Union, Occupation                                                                                                                                            | No. of<br>Empls. | Avg.<br>Ann.%<br>Adj.<br>*COLA | Duration<br>(months) | Expiry Date  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|--------------------------------|----------------------|--------------|
| MTS Allstream Inc.<br>province-wide, Manitoba<br>Telecommunications Employees Association of<br>Manitoba (Independent-natl.)<br>managers                                                     | 1,080            | 2.3                            | 36.0                 | Feb 19, 2010 |
| <b>2 agreements</b>                                                                                                                                                                          | <b>1,930</b>     | <b>2.3</b>                     | <b>36.0</b>          |              |
| <b>Education, Health and Social Services</b>                                                                                                                                                 |                  |                                |                      |              |
| St. Michael's Hospital<br>Toronto, Ontario<br>Service Employees International Union (CtW/CLC)<br>health service employees                                                                    | 800              | 2.8                            | 36.0                 | Sep 30, 2009 |
| Université Laval<br>Québec, Quebec<br>Public Service Alliance of Canada (CLC)<br>teaching assistants                                                                                         | 600              | 2.7                            | 35.8                 | Apr 30, 2011 |
| University of Manitoba<br>Winnipeg, Manitoba<br>Association of Employees Supporting Education<br>Services (Independent-local)<br>office employees; service employees; technical<br>employees | 2,000            | 2.6                            | 42.5                 | Apr 08, 2011 |
| University of Manitoba<br>Winnipeg, Manitoba<br>Canadian Union of Public Employees (CLC)<br>lecturers; teaching assistants                                                                   | 700              | 2.7                            | 36.0                 | Aug 31, 2010 |
| <b>4 agreements</b>                                                                                                                                                                          | <b>4,100</b>     | <b>2.6</b>                     | <b>39.4</b>          |              |

| Industry, Employer, Location<br>Union, Occupation                                                                                                                                                                                                                                                                                      | No. of<br>Empls. | Avg.<br>Ann.%<br>Adj.<br><br>*COLA | Duration<br>(months) | Expiry Date  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|------------------------------------|----------------------|--------------|
| <b>Entertainment and Hospitality</b>                                                                                                                                                                                                                                                                                                   |                  |                                    |                      |              |
| Confédération des syndicats nationaux et<br>ses organismes affiliés<br>Montréal, Quebec<br>Syndicat des travailleuses et travailleurs de la CSN<br>(Independent-local); Fédération nationale des<br>communications (CSN); Fédération du personnel de<br>la santé et des services sociaux (CSQ)<br>administrative and support employees | 690              | 1.7*                               | 36.0                 | May 31, 2010 |
| Windsor Casino Limited<br>Windsor, Ontario<br>National Automobile, Aerospace, Transportation<br>and General Workers Union of Canada<br>(CAW Canada) (CLC)<br>casino employees; security guards; office employees                                                                                                                       | 3,000            | 0.7                                | 36.0                 | Apr 03, 2011 |
| <b>2 agreements</b>                                                                                                                                                                                                                                                                                                                    | <b>3,690</b>     | <b>0.9</b>                         | <b>36.0</b>          |              |
| <b>Public Administration</b>                                                                                                                                                                                                                                                                                                           |                  |                                    |                      |              |
| City of Coquitlam<br>Coquitlam, British Columbia<br>Canadian Union of Public Employees (CLC)<br>office employees; service employees; technical<br>employees                                                                                                                                                                            | 910              | 3.5                                | 60.0                 | Dec 31, 2011 |
| Government of New Brunswick<br>province-wide, New Brunswick<br>Canadian Union of Public Employees (CLC)<br>health service employees; service and maintenance<br>employees                                                                                                                                                              | 520              | 3.0                                | 48.0                 | Jun 15, 2011 |

| Industry, Employer, Location<br>Union, Occupation                                                                                                                        | No. of<br>Empls. | Avg.<br>Ann.%<br>Adj.<br>*COLA | Duration<br>(months) | Expiry Date  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|--------------------------------|----------------------|--------------|
| Workplace Safety & Insurance Board, Ontario<br>province-wide, Ontario<br>Canadian Union of Public Employees (CLC)<br>office employees; administrative services employees | 3,300            | 2.9                            | 36.0                 | Mar 31, 2011 |
| <b>3 agreements</b>                                                                                                                                                      | <b>4,730</b>     | <b>3.1</b>                     | <b>41.9</b>          |              |
|                                                                                                                                                                          |                  |                                |                      |              |
| <b>Agreements with COLA - 3 agreements</b>                                                                                                                               | <b>10,160</b>    | <b>2.3</b>                     | <b>50.2</b>          |              |
| <b>Agreements without COLA - 11 agreements</b>                                                                                                                           | <b>14,260</b>    | <b>2.3</b>                     | <b>39.7</b>          |              |
| <b>All Agreements - 14 agreements</b>                                                                                                                                    | <b>24,420</b>    | <b>2.3</b>                     | <b>44.1</b>          |              |

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the [Technical Notes](#) (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

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## Current and Upcoming Key Negotiations covering 500 or more employees

| Employer                            | Union          | Employees | Status*   | Expiry Month  |
|-------------------------------------|----------------|-----------|-----------|---------------|
| <b>Federal Jurisdiction</b>         |                |           |           |               |
| <b>Public Sector</b>                |                |           |           |               |
| Government of Canada                | Various unions | 137,500   | ARB/MED/B | Mar 06–Jan 08 |
| Canada Revenue Agency               | PIPSC          | 9,490     | B         | Oct 07        |
| National Research Council of Canada | PIPSC/RCEA     | 3,010     | B         | Jul 07/Apr 08 |
| Government of Nunavut               | PSAC           | 2,100     | MED       | Sep 06        |
| City of Ottawa - OC Transpo         | ATU            | 2,000     | CO        | Mar 08        |
| Marine Atlantic                     | CAW Canada     | 780       | B         | Dec 07        |

| <b>Employer</b>                                  | <b>Union</b>               | <b>Employees</b> | <b>Status*</b> | <b>Expiry Month</b> |
|--------------------------------------------------|----------------------------|------------------|----------------|---------------------|
| <b>Private Sector</b>                            |                            |                  |                |                     |
| MTS Allstream Inc. (Man.)                        | CEP                        | 1,360            | CO             | Dec 07              |
| Saskatchewan Wheat Pool operating as Viterra     | Grain Services Union       | 700              | CO             | Jan 08              |
| <b>Provincial and Territorial Jurisdictions</b>  |                            |                  |                |                     |
| <b>Public Sector</b>                             |                            |                  |                |                     |
| Saskatchewan Association of Health Organizations | Various unions             | 32,680           | TENT/B         | Mar 08              |
| Health Boards of Alberta                         | AUPE/HSAA                  | 22,650           | B/MED          | Mar 08              |
| Government of Newfoundland and Labrador          | NAPE                       | 14,185           | B              | Mar 08              |
| City of Montréal                                 | Various unions             | 13,950           | B/ARB          | Dec 06              |
| Regional Health Authorities of Manitoba          | CUPE                       | 11,000           | B              | Mar 08              |
| Toronto Transit Commission                       | ATU                        | 8,400            | MED-ARB        | Mar 08              |
| Toronto Police Services Board                    | Toronto Police Association | 7,310            | MED            | Dec 07              |
| Government of New Brunswick                      | Teachers                   | 7,280            | B              | Feb 08              |
| Government of New Brunswick                      | CUPE                       | 5,760            | B              | Jun 07              |
| Government of Newfoundland and Labrador          | Nurses                     | 4,800            | CO             | Jun 08              |
| Government of New Brunswick                      | Nurses                     | 4,390            | B              | Dec 07              |
| City of Québec                                   | Various unions             | 4,020            | B              | Dec 06              |
| Red Cross - Community Health Services (Ont.)     | SEIU                       | 3,000            | B              | Jul 08              |
| Government of Prince Edward Island               | PEIUPSE                    | 2,440            | TENT           | Mar 07              |
| Société de transport de Montréal                 | CSN                        | 2,200            | B/CO           | Jan 07              |
| City of Winnipeg                                 | Firefighters               | 880              | ARB            | Dec 07              |
| Prince Edward Island Department of Health        | Nurses                     | 790              | B              | Mar 08              |

| Employer                                                  | Union                                   | Employees | Status* | Expiry Month |
|-----------------------------------------------------------|-----------------------------------------|-----------|---------|--------------|
| <b>Private Sector</b>                                     |                                         |           |         |              |
| Association provinciale des agences de sécurité (Que.)    | Steelworkers                            | 14,000    | TENT    | Jul 07       |
| Canada Safeway (B.C.)                                     | UFCW                                    | 10,230    | B       | Mar 08       |
| Real Canadian Superstores (Alta.)                         | UFCW                                    | 8,150     | B       | Aug 06       |
| Security Industry Employers Bargaining Association (Ont.) | Steelworkers                            | 3,500     | B       | Jun 07       |
| Catalyst Paper Corp. (B.C.)                               | CEP                                     | 2,100     | B       | Apr 08       |
| Pharma Plus Drugmarts Ltd. (Ont.)                         | UFCW                                    | 1,500     | B       | Jan 08       |
| Teck Cominco Metals Ltd. (B.C.)                           | Steelworkers                            | 1,360     | TENT    | May 08       |
| Connors Brothers (N.B.)                                   | Charlotte Seafood Employees Association | 1,000     | B       | Dec 07       |

|                                       |                                    |
|---------------------------------------|------------------------------------|
| * ARB - Arbitration                   | PAB - Post-arbitration bargaining  |
| B - Bargaining                        | PCB - Post-conciliation bargaining |
| B/WS - Bargaining after work stoppage | PMB - Post-mediation bargaining    |
| CO - Conciliation                     | TENT - Tentative settlement        |
| MED - Mediation                       | WS - Work stoppage                 |
| M/WS - Mediation after work stoppage  |                                    |

#### Upcoming Key Negotiations

| Employer                                 | Union                                                         | Employees | Expiry Month |
|------------------------------------------|---------------------------------------------------------------|-----------|--------------|
| University of Toronto                    | CUPE/Steelworkers                                             | 9,140     | Apr/Jun 08   |
| Council of Academic Hospitals of Ontario | Professional Association of Internes and Residents of Ontario | 3,100     | Jun 08       |
| Ottawa Police Services Board             | Ottawa Police Association                                     | 1,680     | Dec 07       |

## Major Work Stoppages

involving 500 or more employees, from **May 23 to June 5, 2008.**

An updated weekly report and a full year-to-date listing are available at [Major Work Stoppages](#).

| <b>Employer, Location,<br/>Union and Employees</b>                                                                                                                                 | <b>Issues</b>                           | <b>Starting</b>   | <b>Ending</b>     |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-------------------|-------------------|
| Calgary Board of Education<br>Calgary, Alberta<br>Calgary Board of Education Staff Association<br><b>3,535 office and support employees</b>                                        | <b>Wages and working<br/>conditions</b> | <b>Jun 3/2008</b> | <b>Jun 4/2008</b> |
| OLG Brantford Casino<br>Brantford, Ontario<br>National automobile, Aerospace, Transportation<br>and General Workers Union of Canada<br>(CAW Canada)<br><b>675 casino employees</b> | <b>Not available</b>                    | <b>Jun 1/2008</b> |                   |
| McGill University<br>Montréal, Quebec<br>Fédération nationale des enseignantes et des<br>enseignants du Québec – CSN<br><b>1 600 teaching assistants</b>                           | <b>Wages and working<br/>conditions</b> | <b>8 Apr 2008</b> |                   |

## Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- 2008 Calendars of Expiries and Reopeners—Update
- Etc.

## For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs.

The Strategic Policy, Analysis, and Workplace Information Directorate offers more information than what is provided in this issue; go to <http://www.hrsdc.gc.ca/en/lp/wid/info.shtml> for a complete listing of products and services.

Feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

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